A3940-1.7U 7/90

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990, through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	191	1098	$24919	$25975	$27000	$23500	$22800	430	5438	$24258	$26391	$27000	$23500	$21600
BUSINESS ADMIN (INCL MGMT	111	611	24220	23965	28000	24000	19500	241	1874	24246	23529	29725	24000	19000
DISTRIBUTION MANAGEMENT	1	35	20000	24458	*	*	*	1	108	20000	25079	*	*	*
ECONOM & FINANCE (BANKING	59	590	24004	25266	27000	23500	20400	153	2472	23516	25184	27500	23500	19000
HOTEL/RESTAURANT MGMT.	68	89	20813	20484	22500	20650	19200	73	209	20958	20752	22500	20800	19200
HUMAN RSRCS (incl LABOR R	2	36	33500	22885	*	*	*	9	140	25456	23101	*	*	*
MANAGEMENT INFO SYSTEMS	10	124	28292	27176	*	*	*	17	599	27481	27428	*	*	*
MARKETING/MARK MGMT (RESR	61	443	24012	23874	28000	24000	19500	174	1979	23747	23543	28800	24000	19000
REAL ESTATE	3	5	25765	25259	*	*	*	9	29	22888	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	4	39	19000	20981	*	*	*	7	104	19286	20742	*	*	*
COMMUNICATIONS	15	102	22490	21271	*	*	*	50	366	20822	21002	28000	20500	12000
JOURNALISM	7	31	22583	21096	*	*	*	17	134	18271	19488	*	*	*
TELECOMMUN/BROADCASTING	1	8	24000	19892	*	*	*	1	73	24000	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	18	224	23180.	18689	*	*	*	62	598	18791	18974	25000	19785	10000
PRE-ELEMENTARY EDUCATION	+	12	+	18356				+	39	+	17507			
PHYSICAL EDUCATION	1	23	20610	20918	*	*	*	2	67	20805	19904	*	*	*
SPECIAL EDUCATION	7	37	21846	21843	*	*	*	16	123	19633	20433	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				+	20	+	19383			
TEXTILES & CLOTHING	+	11	+	18823				3	144	20667	20662	*	*	*
MERCHANDISING MANAGEMENT	+	41	+	19113				+	94	+	19496			
HUMANITIES														
FOREIGN LANGUAGES	1	38	17280	24058	*	*	*	2	76	16253	23607	*	*	*
LETTERS (incl English, Li	9	105	20261	22533	*	*	*	22	262	17988	21566	24000	18600	10000
VISUAL & PERFORMING ARTS	2	51	22983	20757	*	*	*	7	119	17781	20588	*	*	*
HUMANITIES - OTHER	6	61	17891	22453	*	*	*	7	165	17906	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				3	57	19833	20745	*	*	*
HISTORY	1	65	10000	22860	*	*	*	4	125	18345	22715	*	*	*
POLITICAL SCIENCE/GOVT	18	115	21527	23681	*	*	*	31	265	21823	23677	25776	22668	17000
PSYCHOLOGY	8	116	23519	21024	*	*	*	18	299	21539	20688	*	*	*
SOCIOLOGY	8	38	22965	20113	*	*	*	15	82	20315	20134	*	*	*
SOCIAL SCIENCES-OTHER	3	107	20992	20976	*	*	*	4	230	20694	21627	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	68	32407	30688	*	*	*	18	346	32020	30509	*	*	*
AGRICULTURAL	+	6	+	30458				+	59	+	30127			
ARCHITECTURAL	+	16	+	28110				+	73	+	28916			
BIOENGINEERING & BIOMEDIC	+	5	+	25698				4	52	28250	30052	*	*	*
CHEMICAL	39	417	35239	35296	37600	35400	32820	60	2290	34915	35122	37600	34900	32400
CIVIL	35	276	28801	28533	34800	28800	25434	60	1422	28617	28136	35000	28250	23808
COMPUTER	4	108	32260	32343	*	*	*	9	439	31527	31490	*	*	*
ELECTRICAL/ELECTRONIC	178	905	31507	31665	36000	32730	25343	239	3529	31049	31778	35700	32000	25000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	11	140	$28802	30013	*	*	*	31	995	$30346	30525	$32700	$31500	$26000
MECHANICAL	71	792	29076	31703	$33500	$29040	$23500	104	3587	29288	32064	34000	28900	25343
METALLURGICAL	5	44	30668	31589	*	*	*	5	205	30668	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				2	44	27580	29383	*	*	*
NUCLEAR	+	20	+	33302				+	55	+	31750			
PETROLEUM	1	20	36000	33504	*	*	*	1	158	36000	35202	*	*	*
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	9	184	26022	29990	*	*	*	29	483	28060	29318	33000	29120	19200
INDUSTRIAL TECHNOLOGY	+	53	+	30058				1	116	28000	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	17	19928	21448	*	*	*	7	123	20777	21834	*	*	*
ANIMAL SCIENCES	1	13	21600	21436	*	*	*	1	55	21600	19719	*	*	*
PLANT SCIENCES	+	4	+	19125				+	32	+	21176			
NATURAL RESOURCES	2	8	21834	20032	*	*	*	2	24	21834	19058	*	*	*
OTHER AGRICULTURAL SCIENC	1	7	33000	26829	*	*	*	1	56	33000	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	61	362	31770	30012	36000	32500	25000	114	1382	30654	29804	35000	31950	24000
COMPUTER PROGRAMMING	1	16	33000	26526	*	*	*	1	86	33000	28223	*	*	*
INFORMATION SCIENCES & SY	1	112	35700	29147	*	*	*	3	457	34407	28631	*	*	*
SYSTEMS ANALYSIS	+	3	+	25669				+	17	+	30556			
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				+	137	+	27436			
HEALTH SCIENCES	1	12	34112	21561	*	*	*	3	40	24971	20827	*	*	*
NURSING	+	126	+	28330				1	246	32000	28270	*	*	*
PHARMACY	1	47	29368	36811	*	*	*	1	86	29368	36728	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	30757				+	78	+	28267			
ARCHITECTURAL & ENVIRONME	12	27	27838	24947	*	*	*	15	106	26817	25125	*	*	*
BIOLOGICAL	4	46	24250	22283	*	*	*	8	108	21938	21800	*	*	*
CHEMISTRY	2	45	28910	25753	*	*	*	3	152	23940	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	20800	25200	*	*	*	2	29	20400	23463	*	*	*
MATHEMATICS	12	103	29665	27883	*	*	*	19	357	27319	27032	*	*	*
PHYSICS	5	16	28660	28179	*	*	*	5	58	28660	29157	*	*	*
OTHER PHYSICAL & EARTH SC	+	9	+	21009				1	18	22000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	1085	8407						2128	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	164	779	$24129	$26347	$27000	$23500	$22500	320	4114	$23731	$26824	$27000	$23200	$21500
ACCOUNTING (PRIVATE)	59	365	25808	25293	28000	26500	21000	140	1486	24988	25273	28000	25500	20400
COMMERCIAL BANKING (CNSMR	6	54	22917	23914	*	*	*	13	279	21054	21915	*	*	*
COMMERCIAL BANKING (LENDG	3	37	23000	25302	*	*	*	6	302	20433	24171	*	*	*
INVESTMT BANKING (CORP FN	9	44	26810	29555	*	*	*	13	124	26007	29065	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24335				+	19	+	26534			
INVESTMT BANKG (REAL EST)	1	5	30000	25525	*	*	*	2	19	31000	25358	*	*	*
INVESTMT BANKG (SALES & T	+	8	+	22662				+	36	+	23226			
FINANCIAL/TREASURY ANALYS	15	190	24110	25976	*	*	*	57	774	25023	26692	28500	25500	20000
PORTFOLIO MGMT/BROKERAGE	3	18	21933	22394	*	*	*	12	90	19317	23430	*	*	*
UNDERWRITING	2	55	21900	25135	*	*	*	12	212	24592	24012	*	*	*
INSURANCE - CLAIMS	17	75	21994	21879	*	*	*	28	191	22329	22456	24500	22900	20000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	14	17750	18098	*	*	*	5	39	18499	20370	*	*	*
MEDIA PLANNING	1	10	15000	18548	*	*	*	3	31	15833	19795	*	*	*
REPORTING	+	9	+	16444				+	30	+	16517			
PRODUCTION	2	14	19000	24200	*	*	*	3	67	19333	25338	*	*	*
PUBLIC RELATIONS	4	38	20999	20413	*	*	*	10	114	18342	20322	*	*	*
WRITING / EDITING	1	47	28000	21822	*	*	*	3	112	23907	19972	*	*	*
MARKETING														
ADVERTISING	4	40	23000	23681	*	*	*	6	104	21673	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	10	68	25029	26393	*	*	*	40	276	25669	25442	33000	26000	18000
BUYER/MERCHANDISING	5	94	24335	23302	*	*	*	24	551	25715	23021	30000	27500	20492
DISTRIBUTION	5	40	23320	26430	*	*	*	12	158	23685	26152	*	*	*
MARKET RESEARCH	13	59	26338	24320	*	*	*	15	135	26927	25128	*	*	*
PURCHASING	1	15	28000	25413	*	*	*	14	69	25857	24204	*	*	*
SALES	65	588	23385	24475	29000	24000	18000	170	2171	23599	24719	30000	24000	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	24	18000	21392	*	*	*	1	62	18000	21236	*	*	*
FINANC,TAXA, MONETARY POL	8	33	25136	23768	*	*	*	14	102	23976	23017	*	*	*
ECONOMIC PROGRAMS	+	12	+	21721				4	28	27000	24373	*	*	*
LAW ENFORCEMENT	+	34	+	22336				+	67	+	24037			
MILITARY	8	35	23650	22925	*	*	*	8	133	23650	22375	*	*	*
NATIONAL SECURITY	2	6	21096	22133	*	*	*	2	15	21096	24459	*	*	*
URBAN / REGIONAL PLANNING	4	16	26010	21773	*	*	*	4	33	26010	23546	*	*	*
ENGINEERING														
BIOENGINEERING	1	46	32000	33374	*	*	*	2	107	29750	33193	*	*	*
DESIGN / CONSTRUCT	60	475	30877	30675	34500	31160	26252	80	2007	30654	30096	35000	31000	26252
ENVIRONMENTAL/SANITATION	6	55	28235	29174	*	*	*	9	261	29805	29334	*	*	*
MANUFACTURING/INDUSTRIAL	30	526	32562	31724	35340	32425	30000	41	2160	32245	31948	35000	32200	30000
SYSTEMS / PROGRAMMING	14	88	30119	31039	*	*	*	31	460	30342	31078	34200	30160	27000
POWER SYSTEMS	10	95	30236	31662	*	*	*	18	486	30257	31720	*	*	*
SOFTWARE DESIGN & DEVELOP	24	156	32646	32064	36900	33330	28500	33	503	32758	31802	36900	32400	28500
HARDWARE DESIGN & DEVELOP	42	123	32920	31853	33000	32820	32820	45	417	32570	32303	33000	32820	32820

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	14	111	$29545	$32109	*	*	*	17	689	$29272	$32283	*	*	*
TESTING	3	55	25901	29755	*	*	*	14	298	29979	30205	*	*	*
PROCESS ENGINEERING	34	279	34866	35339	$37400	$35566	$30000	55	1669	34071	35045	$37020	$34800	$30000
PROJECT ENGINEERING	25	253	33589	31818	37440	33000	29520	48	1383	32255	32130	36000	32550	28200
OTHER ENGINEERING	101	718	29340	31291	34034	30000	25000	179	2835	28998	31333	34320	28800	23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19788				5	38	20831	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				+	23	+	28826			
MEDICAL TECHNOLOGY	+	14	+	25269				+	40	+	23950			
NURSES / PERSONAL CARE	+	126	+	28425				1	246	32000	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				+	28	+	25644			
PHARMACIST	1	42	29368	36674	*	*	*	1	68	29368	37466	*	*	*
PHYSICAL THERAPY	+	18	+	29180				1	60	20000	29309	*	*	*
RESPIRATORY THERAPY	+	3	+	23200				+	11	+	25030			
OTHER HEALTH RELATED	2	50	29056	22964	*	*	*	2	106	29056	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	5	19	27680	22583	*	*	*	7	56	25671	19827	*	*	*
COUNSELING	+	46	+	16385				2	102	15800	16658	*	*	*
FUNDRAISING / DEVELOPMENT	+	19	+	17893				+	35	+	16930			
SOCIAL WORK	+	40	+	16994				1	82	15225	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	37	288	31562	28696	33400	32820	27600	58	1232	30593	28589	33400	32400	26880
INFORMATION SYSTEMS	11	135	31512	28913	*	*	*	28	608	29800	28262	35000	30750	23000
SYSTEMS ANALYSIS & DESIGN	15	201	29793	29333	*	*	*	29	689	29807	29539	36000	30000	20500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	30740				2	123	18500	30222	*	*	*
AGRICULTURE/NAT'L RESOURC	4	32	17260	19888	*	*	*	4	162	17260	20122	*	*	*
ARCHITECTURE	2	12	20880	22980	*	*	*	3	35	20320	21993	*	*	*
CONSULTING	35	229	24220	28351	29900	23500	21500	52	987	23729	28679	30000	23500	21500
HUMAN RESRCS /INDUS RELS	6	49	30033	22568	*	*	*	15	172	25426	23233	*	*	*
MANAGEMENT TRAINEE	151	723	22220	22257	27000	22000	19000	288	2459	21867	22269	27000	21700	18000
MATH/STATISTICIANS	3	20	30873	26909	*	*	*	3	49	30873	25451	*	*	*
PARALEGAL	1	31	26000	22006	*	*	*	1	61	26000	20908	*	*	*
RESEARCHERS NON-TECHNICAL	2	16	23500	25456	*	*	*	5	47	20900	22480	*	*	*
RESEARCHERS - TECHNICAL	3	27	27000	28073	*	*	*	6	80	23333	27896	*	*	*
TEACHING	28	392	22633	19634	25500	22000	18900	101	1027	18544	19353	23000	19880	10000
TOTALS	1085	8407						2128	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	83	$23500	$29484	*	*	*	3	365	$27433	$29647	*	*	*
MBA--NON-TECH	4	228	32775	36009	*	*	*	8	798	30913	36175	*	*	*
MBA--TECH	+	49	+	36349				+	174	+	37737			
MS-BUSINESS	1	3	34000	27753	*	*	*	22	58	30407	34347	$36000	$30000	$24000
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	9	31	36425	32530	*	*	*	11	246	34090	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	15	38000	30646	*	*	*	3	72	30682	31487	*	*	*
MANAGEMENT INFORMATION SY	1	3	26000	29700	*	*	*	7	49	33314	33739	*	*	*
MARKETING/MKTNG MGT (RESE	3	11	36500	32109	*	*	*	3	90	36500	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	5	9	29360	29422	*	*	*	10	17	27060	27602	*	*	*
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	1	16	25500	24987	*	*	*	2	30	25950	25698	*	*	*
ELEMENTARY EDUCATION	9	12	23848	24005	*	*	*	15	36	23727	22893	*	*	*
PHYSICAL EDUCATION	+	5	+	23598				+	11	+	27508			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	2	10	26968	24141	*	*	*	8	37	23694	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	2	5	23000	24920	*	*	*	2	9	23000	22400	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	27802				2	9	21000	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	1	1	25000	25000	*	*	*	1	2	25000	22500	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				+	47	+	24169			
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	3	17	31667	27713	*	*	*	3	26	31667	26536	*	*	*

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	15	28	$36493	$37713	*	*	*	15	86	$36493	$36114	*	*	*
AGRICULTURAL	+	2	+	41448				+	8	+	37700			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	4	+	36500			
CHEMICAL	3	19	37333	36512	*	*	*	4	152	40498	37862	*	*	*
CIVIL	2	50	32000	32770	*	*	*	3	242	34165	32366	*	*	*
COMPUTER	+	24	+	37496				+	55	+	35748			
ELECTRICAL/ELECTRONIC	29	114	38903	37907	$41000	$39000	$36000	48	405	38312	37526	$42300	$38450	$34300
INDUSTRIAL	5	17	35260	33031	*	*	*	7	87	35614	35362	*	*	*
MECHANICAL	17	98	34286	35346	*	*	*	23	346	35579	36506	40000	36000	30000
METALLURGICAL	1	9	37500	36878	*	*	*	1	38	37500	36792	*	*	*
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				+	19	+	36728			
PETROLEUM	+	3	+	41400				+	29	+	38412			
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	2	2	19500	19500	*	*	*	2	13	19500	25696	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				+	13	+	22839			
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	1	5	15000	22360	*	*	*	1	13	15000	27279	*	*	*
CHEMISTRY	1	2	38820	36660	*	*	*	1	23	38820	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	16	99	40351	37175	*	*	*	23	266	39092	36849	43500	38040	35000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	3	10	29433	34086	*	*	*	3	63	29433	33644	*	*	*
MATHEMATICS (INCL ACTUARI	2	13	34300	29390	*	*	*	3	45	26200	30069	*	*	*
PHYSICS	1	1	41600	41600	*	*	*	1	12	41600	31480	*	*	*
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	141	1026						235	4048					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	5	81	$27500	$39595	*	*	*	8	397	$28938	$43310	*	*	*
MBA--TECH	+	19	+	47446				+	115	+	48191			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	64	+	40320				+	453	+	45683			
MBA--TECH	+	46	+	46161				+	234	+	50355			
OVER 4 YEARS														
MBA--NON-TECH	+	66	+	43515				+	341	+	45883			
MBA--TECH	+	49	+	46586				+	171	+	51452			
TOTALS	5	325						8	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	5	17	$60360	$55606	*	*	*	5	25	$60360	54788	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				2	43	47000	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	1	7	51500	35857	*	*	*	1	13	51500	34154	*	*	*
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	1	5	29000	37800	*	*	*	1	10	29000	34200	*	*	*
ENGINEERING														
AEROSPACE	1	2	52000	56000	*	*	*	1	6	52000	48932	*	*	*
CHEMICAL	12	45	50828	50392	*	*	*	13	177	50611	50524	*	*	*
CIVIL	1	11	60000	45177	*	*	*	1	20	60000	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	19	51	55223	53315	*	*	*	20	84	55312	53147	$65000	$55600	$50000
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	6	15	52000	51853	*	*	*	6	40	52000	49887	*	*	*
METALLURGICAL	2	12	49200	46867	*	*	*	2	30	49200	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				+	16	+	38912			
BIOLOGICAL	2	2	32500	32500	*	*	*	2	2	32500	32500	*	*	*
CHEMISTRY	15	40	45291	45258	*	*	*	20	145	45852	45356	50000	44450	42510
GEOLOGICAL SCIENCES	3	3	41267	41267	*	*	*	3	14	41267	38028	*	*	*
MATHEMATICS	4	5	52505	48704	*	*	*	4	11	52505	42775	*	*	*
PHYSICS	3	6	42167	41717	*	*	*	7	17	42353	41486	*	*	*
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	75	261						88	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23826 255 31800/22000			21900 6	24600 1	24600 2		21500 1	
BUSINESS ADMIN (INCL MGMT	23650 16			20525 4		22200 4	27500 1	24500 6	
ECONOM & FINANCE (BANKING	26500 5			21200 12	23500 1	24000 1	24000 1	27100 5	
HOTEL/RESTAURANT MGMT.							27000 1		
MANAGEMENT INFO SYSTEMS				28000 1			27000 4	30500 1	
MARKETING/MARK MGMT (RESR				22100 4		19800 5	21910 6	22750 2	
ADVERTISING		22000 1					12000 1		
COMMUNICATIONS				13200 1	25000 1	11000 2	10000 1		
JOURNALISM		15600 1				20000 1			
LETTERS (incl English, Li		15000 1							
POLITICAL SCIENCE/GOVT						17000 1			
PSYCHOLOGY					16750 2	30000 1			
SOCIOLOGY				19200 1		19200 1			
SOCIAL SCIENCES-OTHER		20000 1							
CHEMICAL									33700 2
CIVIL								29260 2	28649 6
COMPUTER						32400 1	29833 3		
ELECTRICAL/ELECTRONIC	32000 1					34000 4	33100 9	35000 1	32157 7
INDUSTRIAL								26000 1	
MECHANICAL							33200 2	30667 3	
ENGINEERING TECHNOLOGY									29067 3
COMPUTER SCIENCE				27930 4		29950 4	29675 24 44520/24000	50000 2	
INFORMATION SCIENCES & SY							35700 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 1 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			21615 4					27000 1	24000 1
MATHEMATICS							29583 6		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24633 61 36000/22980		22000 1	20400 1		23376 6			19500 2
BUSINESS ADMIN (INCL MGMT	23224 24 36000/16800	23000 1	18973 4	23080 14		22338 53 33000/18000			16500 1
ECONOM & FINANCE (BANKING	22998 45 42000/18000		21767 3	23313 8		22136 11	23000 1		
HOTEL/RESTAURANT MGMT.		21750 2	20683 65 29000/19200						
HUMAN RSRCS (incl LABOR R				23000 1	20000 1	21000 2			
MANAGEMENT INFO SYSTEMS				25000 4					
MARKETING/MARK MGMT (RESR	23044 9	19000 1	20500 4	23100 11		23098 48 28500/19500			
REAL ESTATE	21600 2								
ADVERTISING	18000 1					22500 1			
COMMUNICATIONS	22400 5	18000 1	18500 2			20772 16			40000 1
JOURNALISM			10920 1			20200 5			14500 2
TEXTILES & CLOTHING						20667 3			
FOREIGN LANGUAGES						17280 1			
LETTERS (incl English, Li						20500 2	27000 1		
HUMANITIES - OTHER		10500 1	14496 2			18000 1			
CRIMINAL JUSTICE				25000 1		17250 2			
POLITICAL SCIENCE/GOVT	19967 3			21250 2	26000 1	20608 12			
PSYCHOLOGY	29000 2	15300 1		21600 1		20600 1			27600 1
SOCIOLOGY	17000 1			22875 4		18750 4			
SOCIAL SCIENCES-OTHER				17200 1					
ELECTRICAL/ELECTRONIC	23275 8			32000 1					
INDUSTRIAL	25750 2			33000 1					
MECHANICAL	22300 5								

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
METALLURGICAL	21500 1								
ENGINEERING TECHNOLOGY						30000 1			
AGRIBUSINESS						17000 1			
COMPUTER SCIENCE	30133 3			23833 3		26750 2			
HEALTH SCIENCES				22800 1					
MATHEMATICS				22500 3					

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20000 1		20000 1	25000 1	24000 2	26461 9	23820 18		24000 1
BUSINESS ADMIN (INCL MGMT			23930 4	27000 3	18000 2	24819 3	20492 2		
DISTRIBUTION MANAGEMENT			20000 1						
ECONOM & FINANCE (BANKING	23200 4		26300 4		17000 1	21800 5	19750 2	20000 1	
HOTEL/RESTAURANT MGMT.			20000 1						
HUMAN RSRCS (incl LABOR R				33000 1		25700 3			
MARKETING/MARK MGMT (RESR	21500 2		22267 3			21996 1	32500 2		29998 2
REAL ESTATE	23100 5					16300 1			
COMMUNICATIONS			23300 5						
JOURNALISM			10000 1		10000 1	21480 1			
ELEMENTARY EDUCATION			50000 1		18280 61 40000/10000				
PHYSICAL EDUCATION					21000 1	20610 1			
SPECIAL EDUCATION					19342 15				
LETTERS (incl English, Li					15509 10	20500 1	18000 1		17000 1
VISUAL & PERFORMING ARTS					17781 7				
HUMANITIES - OTHER						23126 2			
HISTORY					18690 2				
POLITICAL SCIENCE/GOVT						21990 3			
PSYCHOLOGY						21500 2		13030 2	
SOCIOLOGY			15600 1			16000 1			
SOCIAL SCIENCES-OTHER					19800 1	25776 1			
AEROSPACE & AERONAUTICAL						42639 1			
CHEMICAL				36516 1		33240 1	32349 4		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CIVIL		29400 2	21870 2	31833 3		25298 7	28815 23 36000/23808		19068 1
ELECTRICAL/ELECTRONIC				32063 8		25651 33 33700/21201			25498 2
INDUSTRIAL			32200 1			29367 6			
MECHANICAL				27252 1		25776 24 32400/24000	25343 1		
MINING (INCL GEOLOGICAL)							25160 1		
NATURAL RESOURCES						14000 1			
COMPUTER SCIENCE			27750 2	34038 4		20548 4	28500 1		
HEALTH SCIENCES									18000 1
NURSING									32000 1
PHARMACY						29368 1			
ARCHITECTURAL & ENVIRONME							29400 2		
BIOLOGICAL		21667 3						23000 1	25000 1
GEOLOGY & GEOLOGICAL SCI				20800 1	20000 1				
MATHEMATICS		30000 1			21772 4				
PHYSICS					22400 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 2				26372 5			24501 6	29000 2
BUSINESS ADMIN (INCL MGMT					27052 16		25000 1	27736 11	27153 15
ECONOM & FINANCE (BANKING					24556 5				27150 4
HUMAN RSRCS (incl LABOR R							34000 1		
MANAGEMENT INFO SYSTEMS					29328 1				
MARKETING/MARK MGMT (RESR		24000 1					25000 2		26519 13
REAL ESTATE					30996 1				
COMMUNICATIONS			16500 1						26101 3
FOREIGN LANGUAGES			15225 1						
LETTERS (incl English, Li		24000 1							21000 1
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						29868 2			
PSYCHOLOGY			15600 1		24000 1				
SOCIOLOGY									29220 1
AEROSPACE & AERONAUTICAL					31378 16		31680 1		
BIOENGINEERING & BIOMEDIC									28500 3
CHEMICAL					31800 1		20000 1		35307 22 46000/33720
CIVIL					28000 1			30180 5	
ELECTRICAL/ELECTRONIC					31782 48 40040/30000		32000 1		34440 1
INDUSTRIAL					31257 11		31000 1		29501 2
MECHANICAL					30406 28 35000/28000		30341 10	33250 2	33720 1
METALLURGICAL							28620 1		
ENGINEERING TECHNOLOGY					28736 15			24300 2	

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS						25000 1			28800 1
ANIMAL SCIENCES						21600 1			
COMPUTER SCIENCE					29191 13			28128 1	32200 2
HEALTH SCIENCES					34112 1				
ARCHITECTURAL & ENVIRONME								30167 6	
BIOLOGICAL									22000 1
CHEMISTRY					27820 1				
PHYSICS					32467 3				

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26503 6	29800 1	25000 1	27000 1	19600 1	27500 1	18000 1	25300 3	27056 29 40000/26400
BUSINESS ADMIN (INCL MGMT	25248 12	22200 4	25963 8	23502 2				27500 1	29591 13
ECONOM & FINANCE (BANKING	25594 11	22340 2	23475 4	24150 1	20400 1				25590 10
HOTEL/RESTAURANT MGMT.			23000 1	22000 1					27000 1
MANAGEMENT INFO SYSTEMS	32667 3	30000 1							
MARKETING/MARK MGMT (RESR	26081 14	21634 7	23246 13	24051 4	21000 1			27000 1	25313 8
ADVERTISING	27000 1	15000 1	13500 1						
COMMUNICATIONS		22200 1	17120 5						26496 1
JOURNALISM			24000 2						
TELECOMMUN/BROADCASTING			24000 1						
LETTERS (incl English, Li				24150 1					
HISTORY	10000 1								
POLITICAL SCIENCE/GOVT			24000 2	24150 3					
PSYCHOLOGY				24150 3					
BIOENGINEERING & BIOMEDIC	27500 1								
CHEMICAL	31440 3							35092 4	36667 19
CIVIL		30132 1							34950 4
COMPUTER	32880 3	31500 1							31700 1
ELECTRICAL/ELECTRONIC	32771 64 39600/31500	31153 27 37000/30000							35607 11
INDUSTRIAL	30100 4		34600 1						33000 1
MECHANICAL	31584 5	33067 3			27000 1			30449 4	35136 5
METALLURGICAL	32820 1							35200 2	
MINING (INCL GEOLOGICAL)						30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
PETROLEUM									36000 1
ENGINEERING TECHNOLOGY	30453 2	21749 4	35000 1						33996 1
NATURAL RESOURCES								29668 1	
COMPUTER SCIENCE	32781 35 45600/30849	30000 2	27600 1		28800 1				32760 5
COMPUTER PROGRAMMING		33000 1							
INFORMATION SCIENCES & SY	35520 1							32000 1	
BIOLOGICAL			13500 1						
MATHEMATICS	32810 2	29430 2							

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT					22668 2	25500 1	23993 13
ECONOM & FINANCE (BANKING			23333 3		22668 2		
HOTEL/RESTAURANT MGMT.							23000 1
MANAGEMENT INFO SYSTEMS					15360 1		27996 1
MARKETING/MARK MGMT (RESR	19000 1			25000 1	20229 3		30160 5
COMMUNICATIONS							21494 4
JOURNALISM					16600 1		28000 1
SPECIAL EDUCATION							24000 1
LETTERS (incl English, Li	15000 1						18000 1
HUMANITIES - OTHER							21600 1
POLITICAL SCIENCE/GOVT					18834 2		
SOCIOLOGY							22000 1
CHEMICAL							34200 2
CIVIL							26947 3
ELECTRICAL/ELECTRONIC			33000 1			31635 6	29583 6
MECHANICAL			30000 1			29644 5	30000 3
AGRIBUSINESS							18660 4
OTHER AGRICULTURAL SCIENC							33000 1
COMPUTER SCIENCE							33600 1
ARCHITECTURAL & ENVIRONME							24996 1
BIOLOGICAL							27000 1
CHEMISTRY							22000 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MATHEMATICS						32500 1	
PHYSICS						23500 1	
OTHER PHYSICAL & EARTH SC					22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23864 276 31800/22000	18150 4		21266 29 28000/15600	21320 5	20511 18	22664 15	25333 15	
BACHELOR - TECHNICAL	32000 1		21615 4	27930 4		32022 9	30649 45 53500/24000	33852 10	30295 19

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23597 153 48000/18000	18471 7	20323 82 29000/18000	23019 48 43200/19000	23000 2	21963 168 33000/18000	25000 2		21729 7
BACHELOR - TECHNICAL	24268 19			25200 9		25125 4			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22608 12		23628 22 50000/18000	27800 5	18194 103 40000/10000	23429 34 46800/20000	23690 25 36000/19000	15353 3	25249 4
BACHELOR - TECHNICAL		25633 6	26288 5	31818 18	21581 6	25895 78 42639/20500	29061 32 36000/23808	23000 1	24177 6

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23000 2	24667 3	15775 3		26613 29 33000/24000	29868 2	27250 4	26594 17	26851 39 32796/24000
BACHELOR - TECHNICAL					30795 139 40040/28000	23300 2	29781 15	29696 16	33473 33 46000/28800

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25910 48 34788/19000	22466 17	23050 38 35000/16400	24088 16	20333 3	27500 1	18000 1	26080 5	27116 62 40000/25000
BACHELOR - TECHNICAL	32548 121 45600/30400	30264 41 37000/25000	27675 4		27900 2	30000 1		32853 12	35465 48 38400/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		23333 3	25000 1	20090 11	25500 1	24654 31 40000/18000
BACHELOR - TECHNICAL			31500 2		22000 1	30310 13	27249 24 35400/20000

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH							48600 1	26000 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	38000 1			25200 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1	25000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		29000 1							31500 1
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER									19800 1
CIVIL				27000 1					
COMPUTER				32400 1					
ELECTRICAL/ELECTRONIC		24244 9	36400 1	34000 2					
INDUSTRIAL		23750 2							
MECHANICAL		22300 5							
METALLURGICAL		21500 1							
ENGINEERING TECHNOLOGY		25600 2		31800 1					
COMPUTER SCIENCE		24000 1		28800 1					
ARCHITECTURAL & ENVIRONME	20320 3	29240 5							
BIOLOGICAL				25000 1			20167 3	21000 3	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS					30873 3			32500 1	20029 3
PHYSICS								23500 1	22400 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		21500 1		31250 4					
BUSINESS ADMIN (INCL MGMT		22875 8	21455 7	22309 62 33000/18240					
ECONOM & FINANCE (BANKING		24300 11		21951 25 28000/19800					
HOTEL/RESTAURANT MGMT.				20842 70 29000/19200					
HUMAN RSRCS (incl LABOR R			28450 4	24000 1					
MANAGEMENT INFO SYSTEMS		27996 1		15360 1					
MARKETING/MARK MGMT (RESR		19167 3	28500 2	22922 53 28800/20000					
REAL ESTATE		19500 1					18000 1		
ADVERTISING		27000 1							
COMMUNICATIONS				19476 17				21000 1	
JOURNALISM				17933 6					10000 1
ELEMENTARY EDUCATION									18791 62 50000/10000
PHYSICAL EDUCATION									21000 1
SPECIAL EDUCATION									19342 15
TEXTILES & CLOTHING				20667 3					
LETTERS (incl English, Li		10000 1		20630 5					15012 8
VISUAL & PERFORMING ARTS									17781 7
HUMANITIES - OTHER				15552 1					
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				20914 16		26000 1			
PSYCHOLOGY			24000 1	23050 7					
SOCIOLOGY				19756 9					

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							31800 1		
BUSINESS ADMIN (INCL MGMT					31500 2	29650 2		15000 1	
ECONOM & FINANCE (BANKING						31000 1		22000 1	
HUMAN RSRCS (incl LABOR R	16300 1								
MANAGEMENT INFO SYSTEMS					31667 3	29204 7	27467 3		
MARKETING/MARK MGMT (RESR					14400 1	24500 2			
REAL ESTATE	16300 1								
FOREIGN LANGUAGES				15225 1					
LETTERS (incl English, Li	21500 2								
HUMANITIES - OTHER	21600 1								
PSYCHOLOGY		15600 1							
SOCIOLOGY	22500 1	16000 1							
AEROSPACE & AERONAUTICAL							33480 1		
COMPUTER					31700 1				
ELECTRICAL/ELECTRONIC					32760 1				
MECHANICAL						35000 1			
AGRIBUSINESS									16720 2
ANIMAL SCIENCES									21600 1
NATURAL RESOURCES									14000 1
COMPUTER SCIENCE	60000 1				30892 46 37750/27000	29769 11	29857 23 45600/20500		
COMPUTER PROGRAMMING					33000 1				
INFORMATION SCIENCES & SY						34407 3			
MATHEMATICS					27833 3	25000 1	30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
MARKETING/MARK MGMT (RESR	33996 1								
SPECIAL EDUCATION									24000 1
PSYCHOLOGY	13030 2								
ELECTRICAL/ELECTRONIC							20000 1		
HEALTH SCIENCES	18000 1								34112 1
NURSING				32000 1					
PHARMACY						29368 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS			35000 1					36000 1	26400 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30300 2								21983 3
ECONOM & FINANCE (BANKING	27000 1								23000 1
MARKETING/MARK MGMT (RESR		24000 1							25200 2
HUMANITIES - OTHER									26252 1
AEROSPACE & AERONAUTICAL		31689 3			30000 1	31200 1		31327 3	33123 7
BIOENGINEERING & BIOMEDIC									29500 1
CHEMICAL				32820 1	35000 1		35505 45 46000/33240	35967 3	33504 7
CIVIL	28000 1	30132 1			26252 1			27887 6	28287 33 36500/23808
COMPUTER	29250 2		31000 1	32880 3					
ELECTRICAL/ELECTRONIC	33019 9	30841 12	33047 12	32980 34 39000/32820	28869 5	27386 4	28882 4	33736 19	29488 62 39600/25000
INDUSTRIAL	31050 2		32000 1		30000 2	32157 7	29500 2		28050 4
MECHANICAL	30400 5	25335 1	31200 1	32160 4	28903 6		28000 1	30610 5	28421 38 38400/25343
METALLURGICAL				32820 1	28620 1			35200 2	
MINING (INCL GEOLOGICAL)									27580 2
PETROLEUM								36000 1	
ENGINEERING TECHNOLOGY	19200 1							29800 7	28658 9
INDUSTRIAL TECHNOLOGY									28000 1
NATURAL RESOURCES							29668 1		
OTHER AGRICULTURAL SCIENC	33000 1								
COMPUTER SCIENCE	29200 6		32083 15	25700 2				34000 1	30380 6
ARCHITECTURAL & ENVIRONME									25500 1
CHEMISTRY	27820 1						22000 2		
MATHEMATICS			37000 2			26930 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			23958 1				35000 1		
ECONOM & FINANCE (BANKING	27000 4								
MARKETING/MARK MGMT (RESR				21996 1					
JOURNALISM			21480 1						
PHYSICAL EDUCATION			20610 1						
POLITICAL SCIENCE/GOVT			25776 1	20195 1					
SOCIAL SCIENCES-OTHER			25776 1						
AEROSPACE & AERONAUTICAL							30390 2		
BIOENGINEERING & BIOMEDIC						27500 1			
CHEMICAL							32400 1		
CIVIL			25600 1		18240 1		30356 9	29251 4	35400 2
ELECTRICAL/ELECTRONIC			20000 1				31252 43 36712/26252	33400 1	32820 16
INDUSTRIAL							31901 2		31171 6
MECHANICAL			26000 1			32000 1	29148 19	32347 3	32145 12
ENGINEERING TECHNOLOGY							30680 1		30668 5
ARCHITECTURAL & ENVIRONME					28600 3		29400 2		
GEOLOGY & GEOLOGICAL SCI								20800 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
COMPUTER					31500 1				
ELECTRICAL/ELECTRONIC							36400 1		
INDUSTRIAL		33000 1					29501 2		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		18000 1					21498 2		
AGRIBUSINESS							24700 4		
BIOLOGICAL							27000 1		
OTHER PHYSICAL & EARTH SC							22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									25746 7
BUSINESS ADMIN (INCL MGMT		28942 19	27124 16	22174 7	25271 7	25857 14	25059 32 36000/19800		26940 1
DISTRIBUTION MANAGEMENT							20000 1		
ECONOM & FINANCE (BANKING		18067 3	20000 1		25500 1		21831 13		22167 3
HOTEL/RESTAURANT MGMT.		27000 1					22000 2		
HUMAN RSRCS (incl LABOR R					34000 1		18000 1		
MANAGEMENT INFO SYSTEMS							19000 1		
MARKETING/MARK MGMT (RESR	23040 1	25770 8	26475 4	28000 3	26500 4		24098 64 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING	22000 1	12000 1					18667 3		
COMMUNICATIONS	40000 1	19500 2	27000 1		30000 1		20201 19		22000 1
JOURNALISM	15600 1	20000 1					22667 3		
TELECOMMUN/BROADCASTING							24000 1		
FOREIGN LANGUAGES			17280 1						
LETTERS (incl English, Li	15000 1	20500 1		27000 1				18000 1	
HUMANITIES - OTHER				18000 1			13440 1		20000 1
CRIMINAL JUSTICE			13000 1						
HISTORY							10000 1		
POLITICAL SCIENCE/GOVT	14400 1	23500 2					24647 5		20000 1
PSYCHOLOGY							29000 2		
SOCIOLOGY							22105 4		
BIOENGINEERING & BIOMEDIC							28000 2		
CHEMICAL							34500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	16800	1	23667	3	22265	8	12000	1							16500	1		
ECONOM & FINANCE (BANKING	19800	4	24500	3	23167	3									17000	1		
HUMAN RSRCS (incl LABOR R					23000	1												
MANAGEMENT INFO SYSTEMS					23000	1												
MARKETING/MARK MGMT (RESR	24000	1	28000	3	21983	6	22500	2	15000	1					18667	3		
REAL ESTATE	18000	1																
ADVERTISING	18000	1																
COMMUNICATIONS	25000	1											18000	1	21498	2		
JOURNALISM															13460	2	20500	2
LETTERS (incl English, Li									15000	1					24000	1		
HUMANITIES - OTHER							10500	1										
CRIMINAL JUSTICE			25000	1														
HISTORY									17500	1								
POLITICAL SCIENCE/GOVT	20400	2			24500	1												
PSYCHOLOGY	10000	1	21600	1	20000	1												
SOCIAL SCIENCES-OTHER					17200	1							20000	1				
CHEMICAL													20000	1				
ELECTRICAL/ELECTRONIC					32000	1											30720	1
AGRIBUSINESS					13200	1												
COMPUTER SCIENCE					22500	1												
HEALTH SCIENCES					22800	1												
ARCHITECTURAL & ENVIRONME							24996	1										
MATHEMATICS			20000	1	23750	2												

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23868 284 31500/22000	24981 106 40000/20400	21240 5		24800 2				24500 20 27000/21948
BUSINESS ADMIN (INCL MGMT	22846 26 28800/21500	25470 4	23000 1	23500 1	26000 2		32000 1		25080 6
ECONOM & FINANCE (BANKING	22140 10	24937 23 36000/21000	22267 3	20025 4	26276 9				25116 28 42000/18600
MARKETING/MARK MGMT (RESR		24667 3	20500 2	19000 1					25800 2
REAL ESTATE		25200 1					30000 1		30996 1
COMMUNICATIONS		24000 2	13200 1						
PSYCHOLOGY		27600 1	23500 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23731 320 31500/21500	24988 140 40000/20400	21054 13	20433 6	26007 13		31000 2		25023 57 42000/20000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19317 12	25009 11	22146 22 24500/21000	16875 4	15833 3		19000 2	18342 10	20500 2
BACHELOR - TECHNICAL		20000 1	23000 6	24996 1			20000 1		30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21673 6	25672 38 40000/19000	25715 24 32400/20492	23685 12	26600 14	25857 14	23238 155 48000/17000	18000 1	23976 14
BACHELOR - TECHNICAL		25500 2			31500 1		27327 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4		23520 5	21096 2			35000 1		
BACHELOR - TECHNICAL			23867 3		26010 4	29750 2	30599 79 36712/26252	29805 9	32245 41 37440/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29200 3	24000 1							23657 7
BACHELOR - TECHNICAL	30464 28 40000/27000	30625 17	32758 33 53500/28500	32570 45 39000/32820	29272 17	29979 14	34071 55 46000/30000	32255 48 40040/28200	29215 172 42639/24000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21539 4								24000 1
BACHELOR - TECHNICAL	18000 1			32000 1		29368 1	20000 1		34112 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	19950 6	15800 2		15225 1	28733 6	28644 12	28550 4	18500 2	
BACHELOR - TECHNICAL	60000 1				30807 52 37750/27000	30668 16	30008 25 45600/20500		17260 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		22733 27 31000/18000	24642 14	21654 281 46800/18000		26000 1	22000 2	21000 1	18442 96 50000/10000
BACHELOR - TECHNICAL	20320 3	24804 25 32000/21500	36400 1	30429 7	30873 3		20167 3	23800 5	20497 5